

Family Support Worker – Grade 8

Job Focus

To be read in conjunction with Family Support Worker Job Profile which provides the full range of responsibilities across the function.

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead, so we are always looking for better and smarter ways to work.

The Connected Persons Support Team provides support for families who care for children under a Special Guardianship Order or a Child Arrangement Order.

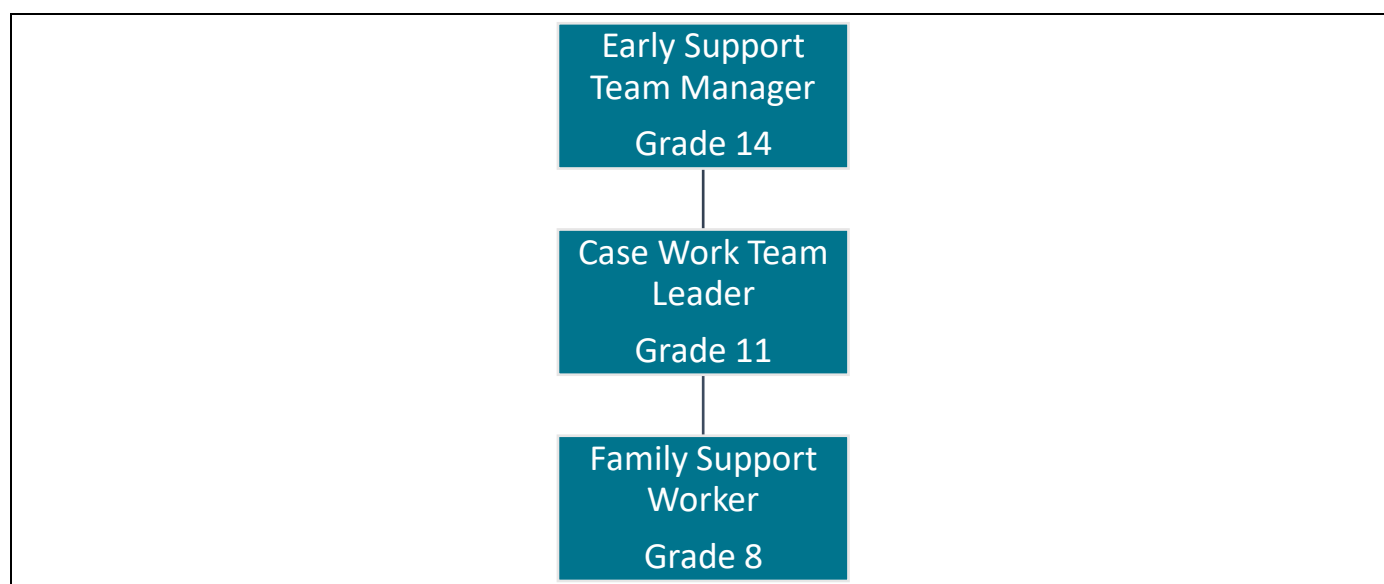
This role is based in the Looked After Children's and Care Leavers Service.

Key areas of responsibility

- You will be expected to support and assess the needs, risks and strengths of Children, Young people, and Families with a range of multiple and complex support needs. Working across a geographical area, you will provide a range of evidenced based interventions that help to assist in supporting Connected Carers to provide a good level of care to children and young people, this will include improving familial and empower children, young people and their families to maintain positive changes to their lives.
- You will work consistently and assertively using a multi-agency approach and restorative practice, developing effective working relationships to deliver co-ordinated support to Children, Young people, and their Families.
- You will use approaches which promote longer term resilience, strengthening individual and families' capacity to benefit from community and universal resources in line with the following 5 family intervention factors which lead to positive outcomes:
 - Dedicated workers, dedicated to families
 - Practical 'hands on' support
 - A persistent, assertive & challenging approach
 - Considering the family as a whole
 - A common purpose and agreed action
- You will work consistently and assertively with individuals, families, partners, and other agencies to deliver coordinated support.
- You will receive reflective supervision and management oversight.
- Is able to work professionally and creatively with all family members with the aim of building relationships where there has been a breakdown between carers and birth parents.
- Engages effectively with Children, Young people and Families who can be challenging, show disguised compliance, demonstrate risky behaviours and who may be difficult to engage or accepting of services.
- Works flexibly to manage the needs of children and their families and the needs of the service. Responds promptly to need in times of crisis to prevent potential family breakdown.

- Ensures all work is delivered in compliance with the services Practice Standards, relevant legislation, local and national policy, and guidance.
- Works effectively in partnership providing multi agency support.
- Maintains accurate records and observations using an IT system, which may also require court report writing and possible evidence giving in the court arena.
- Participates in supervision and appraisal of own practice and learning and development opportunities.
- Will undertake supervision and assessment of family time
- Complete direct work with young people to develop independence skill.

Position of job in organisational structure



Employee Specification

| Knowledge, qualifications, skills, and experience | Shortlisting criteria |
|---|-----------------------|
| Able to develop and maintain effective relationships with Children, Young people and Families using assertive engagement and restorative approaches to help motivate and encourage behaviour change. | Essential |
| Able to identify risk, and demonstrate knowledge and understanding of child development, the impact of trauma and/or abuse of children, young people and their families and the impact this has on achieving positive outcomes. | Essential |
| Demonstrates excellent casework skills, including the ability to carry out review assessments of support needs and develop and review SMART plans, reviewing strengths, resources, needs and risks. | Essential |
| Able to work effectively on own and as part of a team, developing multi-agency relationships and networks to ensure appropriate services and support is provided in a timely manner. | Essential |

| Knowledge, qualifications, skills, and experience | Shortlisting criteria |
|--|------------------------------|
| Able to use problem solving skills and a range of interventions to empower, encourage and promote capabilities and opportunities based on a clear understanding of reasons why children, young people and families struggle to engage with services, providing support to overcome barriers and behaviours where resistance to change can be high. | Essential |
| NVQ/Level 3 Qualification in Health, Social care or other relevant subject or evidence of equivalent experience of delivering a service at the level required for working with Multiple and Complex needs. | Essential |
| Committed to your personal development and keeping up to date with developments across health and social care. | Essential |
| Knowledge of relevant legislation and ability to apply this into practice. | Essential |
| Able to use IT to support accurate case recording and management information including report writing. | Essential |
| Accepts an enhanced DBS and barred list check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process. | Essential |
| Willing to undertake home visits, and facilitate groups regularly outside of core hours. | Essential |
| Travel is an essential part of this job and therefore it would be extremely difficult for you to do your job effectively if you did not use a car for all or most of the time. It is essential that you hold a full and valid driving licence, and it is expected that you will either use a council vehicle or your own car. | Essential |

For Office Use Only:

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| Job Category | Children Services | Grading ID | 65220 |
| Job ID | 80100551 | Last Updated | July 2021 |
| Job Focus | Yes | Career Progression | No |

Contractual Variants

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|---------------|----------|------------------------|-------------------|
| DBS Category | Children | DBS Type | Enhanced + Barred |
| Health Check | No | Politically Restricted | No |
| 24/7 working | No | Public Holidays | No |
| Night Working | No | Alternating Pattern | No |
| Standby | No | Other | No |